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THE CAREER SERVICE POLICY OF THE CENTRAL INTELLIGENCE AGENCY

The Central Intelligence Agency provides a career for persons whose integrity, ability and determination will help it to meet the present and future intelligence requirements of the United States.

The Career Service Program consists of two components. While they will be developed concurrently, it is inevitable that they will progress at different rates. They are,

First: A program to conduct normal personnel, training and management affairs with the greatest skill and efficiency of which CIA is capable; to recruit young men and women of exceptional promise. This "Personnel Program" will be equally applied to all members of CIA without any distinction as to grade, assignment and length of service. Inherent in this program are those elements which are basic to any well-managed personnel program.

Second: A program to discover and use to the fullest, the talents and potentialities of proven personnel. This "Development Program" is for the purpose of ensuring to the Agency the best possible use of its available manpower. It will also locate and produce the future key executives and administrators of the Agency.

Persons who have demonstrated competence by meritorious performance will be given an opportunity to develop skills and abilities through programs for training, rotation and education. The Agency places a high premium on intelligence, energy and potential talent in its personnel and will provide them the opportunity of learning how and where to use and develop these qualities.